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ARL ANNUAL SALARY SURVEY 1981

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Compiled by
Gordon Fretwell

for the
Association of
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INTRODUCTION

The 1981 ARL Annual Salary Survey follows the general format of previous surveys. Please note the reinstatement of the position category for Head of Acquisitions which was inadvertently dropped from last year's survey. Once again, Canadian salary figures have been expressed in U.S. dollars, following the precedent established in the ARL Statistics and using the same 1981 conversion factor (1.1843 Canadian dollars to one U.S. dollar). The most substantial change in this edition of the Survey is the standardization of dates used in table headings. This year we have begun to describe time periods in terms of fiscal year, even though at least one ARL library does not apply that concept.

Salary data from two new ARL member libraries are reported here for the first time: the University of California at Irvine and the University of Manitoba. These institutions raise the total university library membership of ARL to 101, including 11 Canadian libraries. All university libraries except Chicago are represented in the survey tables; in some tables data for Chicago are included when calculated and supplied by the Chicago staff. Manitoba supplied salary information for fiscal year 1981 and these figures have been included even though Manitoba was not a member during that year.

The median salary of ARL university librarians in fiscal 1982 is $21,727, an increase of 3% over the median salary reported for fiscal 1981. Measured by the cost of living index, which increased 9.7% during the fiscal year 1981, librarians earning the median salary lost 6.3% in purchasing power during the year. As illustrated in Table 10, Analysis of Salaries in ARL University Libraries, ARL university librarians earning close to the annual median salary have lost an accumulated 13.3% in purchasing power during the past decade. The median beginning professional salary (BPS) figure of $14,200 for fiscal 1982 represents a loss of more than 30% of the purchasing power of the median BPS of $8,500 reported in fiscal 1973. Only two libraries reported BPS figures for fiscal 1982 having equal or greater purchasing power than the median BPS of fiscal 1973.

When comparing salaries in Table 13, Number and Average Salaries of ARL University Librarians, with salaries in Table 14, Number and Average Salaries of ARL Minority University Librarians (and adjusting for the Candian libraries where the concept of minority is not applied), minority librarians account for approximately 10% of all filled positions. Of 632 minority professionals reported on in the Survey, 31% are Black, 14% are Hispanic, 54% are Asians or Pacific Islanders, and 1% are American Indians or Native Alaskans. Sixty-three percent of all reported minority professionals were female; essentially the same percentage of females as in all ARL university libraries. ARL university libraries in the Pacific and South Atlantic regions employ relatively more minority professionals than the nation as a whole, reporting 52% and 48% more minority professionals than would be expected from a proportional distribution. The West North Central and East South Central regions reported 53% and 67% fewer minority professionals than would be expected from a proportional distribution. With the exception of the Middle Atlantic, all other regions reported employing fewer than the average percentage of minority librarians.

Table 13 shows that, in most categories, salaries for men continue to be greater on the average than salaries for women in comparable positions. Typically, salaries of men exceed those of women by 5%, but the range is from 1% to 20%.

Only for Heads of Serials and of Documents/Maps are average salaries of women greater than those for men. However, further analysis of the role played by years of experience and rank in determing salaries is necessary before conclusions can be drawn regarding the relationship between the salaries of men and women. Salaries paid to ARL minority professionals are on the average greater than those paid to the survey population as a whole. Of the 17 position categories available in Table 14 for comparison with the same category in Table 13, nine categories show slightly to substantially higher average salaries for minorities than for the university survey group. Only four categories show slightly to substantially lower average salaries for minorities. In addition, average salaries in four of the categories in Table 14 are within 1% of the counterpart salary in Table 13.

Public institutions continue to pay higher average salaries than do privately supported institutions for most position categories. However, Directors, Heads of Medicine, Law, and Other Branches are exceptions to the general rule. Directors and Heads of Medicine or Law are paid substantially greater, on the average, in private university libraries than in publicly supported institutions. Also, for the most part, larger libraries pay higher average salaries than smaller ones.

The highest average salaries paid in ARL university libraries are in the Pacific region; the next highest are in Canada (after conversion to U.S. dollars), then New England, the Middle Atlantic and Mountain areas (approximately equal), East North Central, South Atlantic, West South Central, West North Central, and East South Central. These regional rankings have not changed dramatically since last year's survey.

University libraries reported an increase of 3% in addition to the positions reported for the first time by the two new member libraries. Adjusting for the fact that two fewer libraries reported, non-university libraries reported a decrease of 5% in filled positions. Data in Table 3, Analysis of Salaries in Non-University Libraries, indicate that ARL non-university libraries have experienced an increase in positions by one third over the past decade. The decrease reported this year might possibly signal the beginning of a leveling-off, but one year's data do not make a trend.

This year, 79 university positions were at, or above, the $50,000 level. More than 20 positions were reported with salaries greater than $55,000, and these numbers should be substantially greater next year. If the acceleration in these upper levels continues, an adjustment of the salary brackets is likely to be made in next year's survey.

The caveats noted in previous editions of the ARL Annual Salary Survey are worth repeating: only salary data have been analyzed, no information on fringe benefits is included; the data imply that salaries are in effect on July 1 of the fiscal year in question, even though that is not uniformly true and fiscal years are not coterminal in all ARL libraries. Most important, the organizational implications resulting from a standardized tabular presentation must not be taken without critical examination, for many libraries do not follow the simplified organizational arrangement implicit in the tables.

Gordon Fretwell
January 1982

EXPLANATORY NOTES

1. This report is concerned with salaries for filled and temporarily vacant positions in ARL member libraries at the beginning of the fiscal year 1981-82; salaries for fiscal year 1980-81 are also included.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

4. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

5. The salary figures are straight gross salary figures. Fringe benefits are not included.

6. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

7. The position categories used in the report are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. Recognition is taken of the problems created by using this, or any other, position classification scheme.

   a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, he or she is included with the higher salaried group.

   b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science.

   c. Specialists. These are of two kinds: subject specialists, who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, by strict definition, professional librarians (i.e., those who hold an MLS).

d. Department Heads. Department heads not specifically included elsewhere are added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative or specialist responsibility. Experience is defined as full-time experience as a professional.

8. Minorities are defined here by the Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114-Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

9. Explanatory footnotes to the reported figures are provided when necessary.

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL, ARL UNIVERSITY AND NON-UNIVERSITY LIBRARIES

Figures in columns headed by fiscal year show number of professional staff by salary level shown in left hand column. Figures in columns headed by % show the percent of positions with salaries equal to or above first figure shown in the salary range column (e.g., in fiscal 1981 50% of the librarians in ARL university libraries earned $20,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS			
	1981	%	1982	%	1981	%	1982	%
$50,000 or more	39		79	1	122	2	196	4
49,000---49,999	9		3		8		41	5
48,000---48,999	5		6		13		1	
47,000---47,999	7	1	12		24	3	36	6
46,000---46,999	14		20		31		38	
45,000---45,999	15		17	2	4	4	35	7
44,000---44,999	8		15		28		50	8
43,000---43,999	10		17		25	5	2	
42,000---42,999	16		19		46	6	32	9
41,000---41,999	21	2	30	3	34		53	10
40,000---40,999	17		25		44	7	33	11
39,000---39,999	29	3	27	4	31		47	12
38,000---38,999	19		36		44	8	39	
37,000---37,999	20		33	5	33		81	14
36,000---36,999	43	4	102	6	19	9	45	15
35,000---35,999	27		54	7	62	10	80	17
34,000---34,999	39	5	52	8	66	12	56	18
33,000---33,999	94	7	78	9	52	13	91	20
32,000---32,999	54		123	11	73	15	183	23
31,000---31,999	56	8	85	12	64	16	66	25
30,000---30,999	115	10	250	16	84	18	98	27
29,000---29,999	84	11	136	18	159	21	144	30
28,000---28,999	174	14	241	21	74	22	102	32
27,000---27,999	137	16	198	24	218	26	144	35
26,000---26,999	249	20	248	28	123	29	256	40
25,000---25,999	248	24	280	32	145	31	109	42
24,000---24,999	221	27	341	37	262	37	193	46
23,000---23,999	266	31	408	43	94	38	234	51
22,000---22,999	375	37	460	49	153	41	241	56
21,000---21,999	416	43	511	57	297	47	185	62
20,000---20,999	469	50	497	64	255	52	184	64
19,000---19,999	554	59	517	71	216	56	265	69
18,000---18,999	574	67	467	78	250	61	297	75
17,000---17,999	483	75	411	84	394	69	309	82
16,000---16,999	489	82	379	90	299	74	339	89
15,000---15,999	425	88	335	94	395	82	442	98
14,000---14,999	367	94	239	98	381	89	40	99
13,000---13,999	258	98	118	99.6	468	98	40	99.8
12,000---12,999	116	99.7	19	99.9	29	99	12	100
Below 12,000	19	100	6	100	52	100		
Total Positions	6,581		6,894		5,171		4,839	
Median Salary	$20,987		$21,727		$20,301		$23,274	

*Excludes Chicago

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
Boston Public Library	$ 18,500	$ 20,000	$ 13,510	$ 14,456
Center for Research Libraries (*)	17,714	19,053	12,500	13,250
John Crerar Library (*)	18,360	N/A	12,000	N/A
Library of Congress (L)	20,900	23,500	14,000	15,193
Linda Hall Library	16,000	18,250	12,000	13,500
National Agricultural Library (* L)	26,250	28,300	14,621	15,500
National Library of Canada (D)	19,178	20,756	12,857	13,833
National Library of Medicine (M)	24,046	27,736	11,243	12,266
New York Public Library (*)	18,500	20,000	13,663	14,756
New York State Library (L M)	18,000	20,771	13,000	14,045
Newberry Library	16,500	N/A	9,000	N/A
Smithsonian Institution	27 172	28,747	13,729	15,193

[r]Figures revised from 1980 survey
* - See Footnotes
N/A - Not available
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1972 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1982	10	4,839	$23,274	$14,955	168.7	161.2	218.7
1981	12	5,171	20,301	12,651	147.2	139.7	197.5
1980	12	4,822	19,679	12,391	142.7	136.8	174.5
1979	11	4,570	18,567	11,460	134.6	126.6	156.8
1978	11	4,738	18,420	10,825	133.5	119.6	145.0
1977	11	4,335	17,000	11,220	123.3	124.0	136.4
1976	11	4,341	16,500	10,714	119.6	118.3	128.1
1975	11	4,345	15,100	10,000	109.5	110.4	117.3
1974	11	4,089	14,400	9,969	104.4	110.1	105.7
1973	11	3,663	13,800	9,053	100.0	100.0	100.0

*BPS = Beginning Professional Salary

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1982	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
Alabama (* C L)	$ 18,116	$ 16,405	$ 16,772	$ 12,000	$ 12,750
Alberta (* C D L M)	25,828	26,509	19,070	15,856	19,070
Arizona (C L M)	22,389	19,316	20,917	12,500	14,400
Arizona State (C)	23,916	20,318	22,264	14,458	15,600
Boston (L M)	21,108	17,707	18,739	12,500	12,500
Brigham Young (+ C)	22,248	19,400	20,600	12,000	13,000
British Columbia (D L M)	27,821	29,441	25,367	20,500	20,500
Brown (* C)	21,406	17,248	18,905	13,300	14,600
Calif., Berkeley (* C)	30,137	24,600	30,648	16,392	17,412
Calif., Davis (C M)	31,213	26,340	30,648	16,392	17,412
Calif., Irvine (C)	28,850	**	28,608	**	17,412
Calif., Los Angeles (L M)	29,557	26,988	30,648	16,392	17,412
Calif., Riverside (C)	27,248	26,976	24,984	16,392	17,412
Calif., San Diego (C M)	29,680	26,988	30,648	16,392	17,412
Calif., Santa Barbara (C)	30,608	26,908	30,648	16,392	17,412
Case Western Reserve (C L M)	20,111	16,722	18,021	12,900	13,500
Chicago (+ C L M)	22,149	18,359	20,047	13,125	13,570
Cincinnati (*)	24,325	18,419	22,392	12,200	13,200
Colorado (* C L)	24,798	21,640	22,812	13,500	14,500
Colorado State (C)	23,388	20,100	22,300	13,000	15,000
Columbia (* + L M)	25,365	21,550	23,500	14,500	15,200

[r]Figures revised from 1980 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes Director's salary
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1982	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
Connecticut (* L M)	$ 23,366	$ 19,245	$ 20,810	$ 13,000	$ 13,500
Cornell (* L)	21,687	18,242	20,050	12,500	13,500
Dartmouth (+ C M)	20,692	19,963	20,250	12,000	13,000
Duke (L M)	23,306	19,700	21,735	12,500	13,500
Emory (* L M)	21,088	16,838	18,223	11,188	12,500
Florida (C L M)	20,516	17,945	19,171	10,500	12,500
Florida State (* C L)	21,008	17,631	19,907	11,000	11,500
Georgetown (* C L M)	21,798	18,060	19,500	12,500	13,500
Georgia (C)	20,377	17,679	19,500	13,000	13,800
Guelph (C D)	27,404	23,642	26,780	14,711	15,960
Harvard (+ C L M)	22,766	18,952	20,898	13,700	14,600
Hawaii (* C)	25,324	21,816	23,604	14,952	15,552
Houston (* C L)	22,236	18,360	20,575	13,659	14,895
Howard (L M)	27,830	21,008	24,304	15,432	18,015
Illinois (* C L M)	22,840	19,300	21,100	10,910	13,500
Indiana (* + L M)	20,467	18,064	19,273	12,500	13,000
Iowa (C L M)	23,369	17,300	20,850	13,500	14,500
Iowa State (C)	22,565	18,088	20,609	12,700	13,800
Johns Hopkins (* C)	23,596	18,116	19,571	13,950	15,070
Kansas (L M)	20,783	17,393	18,980	12,000	13,500

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M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1982	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
Kent State (* C)	$ 25,276	$ 23,407	$ 24,834	$ 15,000	$ 15,900
Kentucky (* C L M)	20,698	16,592	19,781	12,000	12,500
Louisiana State (* C L M)	22,615	21,135	22,060	12,000	12,000
McGill (* D L M)	26,830	23,640	26,317	15,476	17,116
McMaster (+ C D)	22,632	20,188	22,185	12,405	15,950
Manitoba (+ D L M)	23,836	25,543	23,768	15,580	16,842
Maryland (C)	21,434	19,970	19,502	13,500	13,500
Massachusetts (C)	24,020	21,333	23,736	12,600	13,000
MIT (C)	23,468	19,600	21,579	13,500	14,800
Miami (+ L M)	22,241	19,860	20,735	12,000	14,000
Michigan (* C M)	22,656	19,608	20,892	13,000	14,500
Michigan State (C)	22,948	19,750	21,000	13,400	14,750
Minnesota (* C M)	24,441	21,346	22,490	18,192	19,647
Missouri (C M)	19,398	19,205	19,282	12,500	12,500
Nebraska (C L)	21,686	17,549	18,894	13,000	14,500
New Mexico (* C)	21,717	19,525	21,300	12,800	14,000
New York (C L M)	25,793	21,538	23,190	15,000	16,000
North Carolina (* C M)	21,372	17,900	19,750	13,000	14,000
Northwestern (* L M)	23,255	18,520	19,950	12,800	15,000
Notre Dame (C)	22,969	17,690	19,500	12,000	13,000

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M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1982	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
Ohio State (* L M)	$ 22,590	$ 21,000	$ 21,840	$ 13,320	$ 14,400
Oklahoma (C)	22,676	16,700	21,450	12,500	14,000
Oklahoma State (* C)	20,169	15,732	17,658	11,400	13,680
Oregon (C L)	22,548	20,940	20,819	13,800	15,500
Pennsylvania (C L M)	24,119	20,400	21,550	13,700	14,500
Pennsylvania State (+ M)	24,590	22,158	22,842	13,200	13,800
Pittsburgh (* + C L M)	21,049	18,200	19,704	12,473	13,300
Princeton (*)	22,753	19,000	21,300	13,500	14,600
Purdue (* C)	24,391	20,000	21,000	14,000	14,500
Queen's (* C D L M)	23,653	21,175	20,709	13,750	16,000
Rice (C)	19,595	16,995	17,100	13,200	14,000
Rochester (M)	20,746	17,740	19,012	12,500	12,500
Rutgers (* + M)	25,981	22,000	25,593	15,415	15,415
Saskatchewan (C D L M)	21,388	23,940	21,266	16,656	16,656
South Carolina (C)	21,952	17,873	19,621	12,500	13,500
Southern California (* + C)	22,314	20,625	22,564	14,000	14,000
Southern Illinois (* C L)	23,747	19,548	21,780	13,200	14,000
Stanford (* + C L M)	27,827	23,364	26,441	15,468	17,784
SUNY - Albany (*)	21,337	19,155	20,384	13,000	13,500
SUNY - Buffalo (* L M)	20,794	19,230	19,760	12,500	13,500

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D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	FY 1982	FY 1981[r]	FY 1982	FY 1981[r]	FY 1982
SUNY - Stony Brook (C)	$ 21,604	$ 18,172	$ 20,226	$ 12,840	$ 13,000
Syracuse (* C L)	20,911	17,632	19,240	12,000	13,000
Temple (*)	21,470	20,782	20,880	11,500	12,000
Tennessee (C)	21,241	17,837	18,779	12,000	14,000
Texas (* C)	21,676	18,918	20,450	14,139	15,000
Texas A & M (C)	25,197	21,145	24,228	12,485	14,857
Toronto (* + C D M)	24,460	25,189	23,471	15,300	16,700
Tulane (* C)	18,295	15,550	16,500	12,000	12,500
Utah (C)	20,427	17,460	19,060	13,000	13,000
Vanderbilt (C L M)	20,775	17,714	18,700	11,300	12,400
Virginia (C L M)	21,627	18,500	19,800	13,000	14,000
Virginia Polytechnic (C)	21,537	18,750	20,500	13,000	14,000
Washington (C M)	23,559	19,536	21,510	14,500	16,000
Washington State (* C)	23,936	19,746	21,820	14,000	15,500
Washington, St. Louis (C L M)	20,204	15,422	17,300	12,756	13,644
Wayne State (C L M)	22,882	21,692	21,356	13,869	13,869
Western Ontario (+ C D L M)	20,586	18,224	20,190	12,080	13,510
Wisconsin (C L M)	21,278	18,316	19,014	14,100	15,800
Yale (* + C L M)	23,918	19,600	21,975	14,000	15,000
York (D L)	26,358	22,311	25,607	14,370	15,660

[r]Figures revised from 1980 survey
* - See Footnotes
** - Institution not in ARL during this period
+ - Excludes Director's salary
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1981

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 17,000 and over
2- 16,000-16,999
3- 15,000-15,999
4- 14,000-14,999
5- 13,000-13,999
6- 12,000-12,999
7- 11,000-11,999
8- below 11,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Minnesota	$ 18,192
	2	British Columbia	17,538
	3	Howard	17,420
2	4	Saskatchewan	16,656
	5	Calif., Berkeley	16,392
	5	Calif., Davis	16,392
	5	Calif., Los Angeles	16,392
	5	Calif., Riverside	16,392
	5	Calif., San Diego	16,392
	5	Calif., Santa Barbara	16,392
3	11	Alberta	15,856
	12	Manitoba	15,580
	13	McGill	15,476
	14	Stanford	15,468
	15	Rutgers	15,415
	16	Toronto	15,300
	17	Kent State	15,000
	17	New York	15,000
4	19	Hawaii	14,952
	20	Guelph	14,711
	21	Columbia	14,500
	21	Washington	14,500
	23	Arizona State	14,458
	24	York	14,370
	25	Texas	14,139
	26	Wisconsin	14,100
	27	Purdue	14,000
	27	Southern California	14,000
	27	Washington State	14,000
	27	Yale	14,000
5	31	Johns Hopkins	13,950
	32	Wayne State	13,869
	33	Oregon	13,800
	34	Queen's	13,750
	35	Harvard	13,700
	35	Pennsylvania	13,700
	37	Houston	13,659
	38	Colorado	13,500
	38	Iowa	13,500
	38	Maryland	13,500
	38	MIT	13,500
	38	Princeton	13,500
	43	Michigan State	13,400
	44	Ohio State	13,320
	45	Brown	13,300
	46	Pennsylvania State	13,200
	46	Rice	13,200
	46	Southern Illinois	13,200
	49	Chicago	13,125
	50	Colorado State	13,000
6	50	Connecticut	$ 13,000
	50	Georgia	13,000
	50	Michigan	13,000
	50	Nebraska	13,000
	50	North Carolina	13,000
	50	SUNY - Albany	13,000
	50	Utah	13,000
	50	Virginia	13,000
	50	Virginia Polytechnic	13,000
	60	Case Western Reserve	12,900
	61	SUNY - Stony Brook	12,840
	62	New Mexico	12,800
	62	Northwestern	12,800
	64	Washington, St. Louis	12,756
	65	Iowa State	12,700
	66	Massachusetts	12,600
	67	Arizona	12,500
	67	Boston	12,500
	67	Cornell	12,500
	67	Duke	12,500
	67	Georgetown	12,500
	67	Indiana	12,500
	67	Missouri	12,500
	67	Oklahoma	12,500
	67	Rochester	12,500
	67	South Carolina	12,500
	67	SUNY - Buffalo	12,500
	78	Texas A&M	12,485
	79	Pittsburgh	12,473
	80	McMaster	12,405
	81	Cincinnati	12,200
	82	Western Ontario	12,080
	83	Alabama	12,000
	83	Brigham Young	12,000
	83	Dartmouth	12,000
	83	Kansas	12,000
	83	Kentucky	12,000
	83	Louisiana State	12,000
	83	Miami	12,000
	83	Notre Dame	12,000
	83	Syracuse	12,000
	83	Tennessee	12,000
	83	Tulane	12,000
7	94	Temple	11,500
	95	Oklahoma State	11,400
	96	Vanderbilt	11,300
	97	Emory	11,188
	98	Florida State	11,000
8	99	Illinois	10,910
	100	Florida	10,500

Figures revised from 1980 survey.
California, Irvine was not an ARL member during this period.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1982

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 18,000 and over
2- 17,000-17,999
3- 16,000-16,999
4- 15,000-15,999
5- 14,000-14,999
6- 13,000-13,999
7- 12,000-12,999
8- below 12,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Minnesota	$ 19,647
	2	Alberta	19,070
	3	Howard	18,015
2	4	Stanford	17,784
	5	Calif., Berkeley	17,412
	5	Calif., Davis	17,412
	5	Calif., Irvine	17,412
	5	Calif., Los Angeles	17,412
	5	Calif., Riverside	17,412
	5	Calif., San Diego	17,412
	5	Calif., Santa Barbara	17,412
	12	British Columbia	17,310
	13	McGill	17,116
3	14	Manitoba	16,842
	15	Toronto	16,700
	16	Saskatchewan	16,656
	17	New York	16,000
	17	Queen's	16,000
	17	Washington	16,000
4	20	Guelph	15,960
	21	McMaster	15,950
	22	Kent State	15,900
	23	Wisconsin	15,800
	24	York	15,660
	25	Arizona State	15,600
	26	Hawaii	15,552
	27	Oregon	15,500
	27	Washington State	15,500
	29	Rutgers	15,415
	30	Columbia	15,200
	31	Johns Hopkins	15,070
	32	Colorado State	15,000
	32	Northwestern	15,000
	32	Texas	15,000
	32	Yale	15,000
5	36	Houston	14,895
	37	Texas A&M	14,857
	38	MIT	14,800
	39	Michigan State	14,750
	40	Brown	14,600
	40	Harvard	14,600
	40	Princeton	14,600
	43	Colorado	14,500
	43	Iowa	14,500
	43	Michigan	14,500
	43	Nebraska	14,500
	43	Pennsylvania	14,500
	43	Purdue	14,500
	49	Arizona	14,400
	49	Ohio State	14,400
6	51	Miami	$ 14,000
	51	New Mexico	14,000
	51	North Carolina	14,000
	51	Oklahoma	14,000
	51	Rice	14,000
	51	Southern California	14,000
	51	Southern Illinois	14,000
	51	Tennessee	14,000
	51	Virginia	14,000
	51	Virginia Polytechnic	14,000
	61	Wayne State	13,869
	62	Georgia	13,800
	62	Iowa State	13,800
	62	Pennsylvania State	13,800
	65	Oklahoma State	13,680
	66	Washington, St. Louis	13,644
	67	Chicago	13,570
	68	Western Ontario	13,510
	69	Case Western Reserve	13,500
	69	Connecticut	13,500
	69	Cornell	13,500
	69	Duke	13,500
	69	Georgetown	13,500
	69	Illinois	13,500
	69	Kansas	13,500
	69	Maryland	13,500
	69	South Carolina	13,500
	69	SUNY - Albany	13,500
	69	SUNY - Buffalo	13,500
	80	Pittsburgh	13,300
	81	Cincinnati	13,200
	82	Brigham Young	13,000
	82	Dartmouth	13,000
	82	Indiana	13,000
	82	Massachusetts	13,000
	82	Notre Dame	13,000
	82	SUNY - Stony Brook	13,000
	82	Syracuse	13,000
	82	Utah	13,000
7	90	Alabama	12,750
	91	Boston	12,500
	91	Emory	12,500
	91	Florida	12,500
	91	Kentucky	12,500
	91	Missouri	12,500
	91	Rochester	12,500
	91	Tulane	12,500
	98	Vanderbilt	12,400
	99	Louisiana State	12,000
	99	Temple	12,000
8	101	Florida State	11,500

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES RANK ORDER TABLE, FISCAL YEAR 1981

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 23,000 and over
2- 22,000-22,999
3- 21,000-21,999
4- 20,000-20,999
5- 19,000-19,999
6- 18,000-18,999
7- 17,000-17,999
8- 16,000-16,999
9- below 16,000

GROUP	RANK	INSTITUTION	SALARY
1	1	British Columbia	$ 29,441
	2	Calif., Los Angeles	26,988
	2	Calif., San Diego	26,988
	4	Calif., Riverside	26,976
	5	Calif., Santa Barbara	26,908
	6	Alberta	26,509
	7	Calif., Davis	26,340
	8	Manitoba	25,543
	9	Toronto	25,189
	10	Calif., Berkeley	24,600
	11	Saskatchewan	23,940
	12	Guelph	23,642
	13	McGill	23,640
	14	Kent State	23,407
	15	Stanford	23,364
2	16	York	22,311
	17	Pennsylvania State	22,158
	18	Rutgers	22,000
3	19	Hawaii	21,816
	20	Wayne State	21,692
	21	Colorado	21,640
	22	Columbia	21,550
	23	New York	21,538
	24	Minnesota	21,346
	25	Massachusetts	21,333
	26	Queen's	21,175
	27	Texas A&M	21,145
	28	Louisiana State	21,135
	29	Howard	21,008
	30	Ohio State	21,000
4	31	Oregon	20,940
	32	Temple	20,782
	33	Southern California	20,625
	34	Pennsylvania	20,400
	35	Arizona State	20,318
	36	McMaster	20,188
	37	Colorado State	20,100
	38	Purdue	20,000
5	39	Maryland	19,970
	40	Dartmouth	19,963
	41	Miami	19,860
	42	Michigan State	19,750
	43	Washington State	19,746
	44	Duke	19,700
	45	Michigan	19,608
	46	MIT	19,600
	46	Yale	19,600
	48	Southern Illinois	19,548
	49	Washington	19,536
	50	New Mexico	19,525
6	51	Brigham Young	$ 19,400
	52	Arizona	19,316
	53	Illinois	19,300
	54	Connecticut	19,245
	55	SUNY-Buffalo	19,230
	56	Missouri	19,205
	57	SUNY-Albany	19,155
	58	Princeton	19,000
	59	Harvard	18,952
	60	Texas	18,918
	61	Virginia Polytechnic	18,750
	62	Northwestern	18,520
	63	Virginia	18,500
	64	Cincinnati	18,419
	65	Houston	18,360
	66	Chicago	18,359
	67	Wisconsin	18,316
	68	Cornell	18,242
	69	Western Ontario	18,224
	70	Pittsburgh	18,200
	71	SUNY-Stony Brook	18,172
	72	Johns Hopkins	18,116
	73	Iowa State	18,088
	74	Indiana	18,064
	75	Georgetown	18,060
7	76	Florida	17,945
	77	North Carolina	17,900
	78	South Carolina	17,873
	79	Tennessee	17,837
	80	Rochester	17,740
	81	Vanderbilt	17,714
	82	Boston	17,707
	83	Georgia	17,697
	84	Notre Dame	17,690
	85	Syracuse	17,632
	86	Florida State	17,631
	87	Nebraska	17,549
	88	Utah	17,460
	89	Kansas	17,393
	90	Iowa	17,300
	91	Brown	17,248
8	92	Rice	16,995
	93	Emory	16,838
	94	Case Western Reserve	16,722
	95	Oklahoma	16,700
	96	Kentucky	16,592
	97	Alabama	16,405
9	98	Oklahoma State	15,732
	99	Tulane	15,550
	100	Washington, St. Louis	15,422

Figures revised from 1980 survey.
California, Irvine was not an ARL member during this period.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1982

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 27,000 and over
2- 26,000-26,999
3- 25,000-25,999
4- 24,000-24,999
5- 23,000-23,999
6- 22,000-22,999
7- 21,000-21,999
8- 20,000-20,999
9- 19,000-19,999
10- below 19,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$ 30,648
	1	Calif., Davis	30,648
	1	Calif., Los Angeles	30,648
	1	Calif., San Diego	30,648
	1	Calif., Santa Barbara	30,648
	6	Calif., Irvine	28,608
2	7	Guelph	26,780
	8	Stanford	26,441
	9	McGill	26,317
	10	Alberta	26,035
3	11	York	25,607
	12	Rutgers	25,593
	13	British Columbia	25,367
4	14	Calif., Riverside	24,984
	15	Kent State	24,834
	16	Howard	24,304
	17	Texas A&M	24,228
5	18	Manitoba	23,768
	19	Massachusetts	23,736
	20	Hawaii	23,604
	21	Columbia	23,500
	22	Toronto	23,471
	23	New York	23,190
6	24	Pennsylvania State	22,842
	25	Colorado	22,812
	26	Southern California	22,564
	27	Minnesota	22,490
	28	Cincinnati	22,392
	29	Colorado State	22,300
	30	Arizona State	22,264
	31	McMaster	22,185
	32	Louisiana State	22,060
7	33	Yale	21,975
	34	Ohio State	21,840
	35	Washington State	21,820
	36	Southern Illinois	21,780
	37	Duke	21,735
	38	MIT	21,579
	39	Pennsylvania	21,550
	40	Washington	21,510
	41	Oklahoma	21,450
	42	Wayne State	21,356
	43	New Mexico	21,300
	43	Princeton	21,300
	45	Saskatchewan	21,266
	46	Illinois	21,100
	47	Michigan State	21,000
	47	Purdue	21,000
8	49	Arizona	$ 20,917
	50	Harvard	20,898
	51	Michigan	20,892
	52	Temple	20,880
	53	Iowa	20,850
	54	Oregon	20,819
	55	Connecticut	20,810
	56	Miami	20,735
	57	Queen's	20,709
	58	Iowa State	20,609
	59	Brigham Young	20,600
	60	Houston	20,575
	61	Virginia Polytechnic	20,500
	62	Texas	20,450
	63	SUNY - Albany	20,384
	64	Dartmouth	20,250
	65	SUNY - Stony Brook	20,226
	66	Western Ontario	20,190
	67	Cornell	20,050
	68	Chicago	20,047
9	69	Northwestern	19,950
	70	Florida State	19,907
	71	Virginia	19,800
	72	Kentucky	19,781
	73	SUNY - Buffalo	19,760
	74	North Carolina	19,750
	75	Pittsburgh	19,704
	76	South Carolina	19,621
	77	Johns Hopkins	19,571
	78	Maryland	19,502
	79	Georgetown	19,500
	79	Georgia	19,500
	79	Notre Dame	19,500
	82	Missouri	19,282
	83	Indiana	19,273
	84	Syracuse	19,240
	85	Florida	19,171
	86	Utah	19,060
	87	Wisconsin	19,014
	88	Rochester	19,012
10	89	Kansas	18,980
	90	Brown	18,905
	91	Nebraska	18,894
	92	Tennessee	18,779
	93	Boston	18,739
	94	Vanderbilt	18,700
	95	Emory	18,223
	96	Case Western Reserve	18,021
	97	Oklahoma State	17,658
	98	Washington, St. Louis	17,300
	99	Rice	17,100
	100	Alabama	16,772
	101	Tulane	16,500

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1978-82

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1978	1979	1980	1981[r]	1982	1978	1979	1980	1981[r]	1982
Alabama	88	89	95	97	100	75	88	79	83	90
Alberta	7	4	12	6	10	4	4	31	11	2
Arizona	59	48	65	52	49	38	54	58	67	49
Arizona State	46	55	53	35	30	71	23	20	23	25
Boston	86	94	70	82	93	75	88	79	67	91
Brigham Young	66	74	57	51	59	57	61	65	83	82
British Columbia	1	1	6	1	13	2	1	3	2	12
Brown	82	81	87	91	90	36	39	58	45	40
Calif., Berkeley	3	9	3	10	1	8	14	4	5	5
Calif., Davis	3	3	1	7	1	8	14	4	5	5
Calif., Irvine	**	**	**	**	6	**	**	**	**	5
Calif., Los Angeles	3	9	5	2	1	5	7	8	5	5
Calif., Riverside	**	14	16	4	14	**	94	77	5	5
Calif., San Diego	8	13	3	2	1	8	14	4	5	5
Calif., Santa Barbara	3	7	1	5	1	8	14	4	5	5
Case Western Reserve	66	75	90	94	96	57	74	89	60	69
Chicago	73	67	66	66	68	57	44	32	49	67
Cincinnati	47	42	71	64	28	38	61	79	81	81
Colorado	24	20	23	21	25	18	28	21	38	43
Colorado State	18	24	31	37	29	31	23	27	50	32
Columbia	20	28	27	22	21	38	48	32	21	30
Connecticut	26	53	34	54	55	38	61	79	50	69
Cornell	37	44	63	68	67	75	74	65	67	69
Dartmouth	36	50	30	40	64	73	87	79	83	82
Duke	51	63	72	44	37	57	61	65	67	69
Emory	88	90	92	93	95	84	82	79	97	91
Florida	90	97	81	76	85	91	96	94	100	91
Florida State	83	93	62	86	70	75	88	79	98	101
Georgetown	33	43	49	75	79	57	74	47	67	69
Georgia	71	77	79	83	79	50	28	38	50	62
Guelph	**	5	9	12	7	**	13	62	20	20
Harvard	41	47	35	59	50	35	37	24	35	40
Hawaii	14	22	18	19	20	13	21	15	19	26
Houston	47	56	45	65	60	51	72	47	37	36
Howard	9	8	10	29	16	1	3	1	3	3
Illinois	61	33	39	53	46	71	81	98	99	69
Indiana	69	83	74	74	83	57	61	65	67	82
Iowa	54	59	58	90	53	26	28	25	38	43
Iowa State	34	39	41	73	58	38	56	47	65	62
Johns Hopkins	29	19	38	72	77	51	6	13	31	31
Kansas	74	81	82	89	89	57	74	79	83	69
Kent State	13	15	11	14	15	16	18	16	17	22

[r] Revised based on figures reported 8/81

** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1978	1979	1980	1981[r]	1982	1978	1979	1980	1981[r]	1982
Kentucky	85	60	73	96	72	86	61	65	83	91
Louisiana State	63	52	17	28	32	93	88	65	83	98
McGill	2	2	7	13	9	3	2	10	13	13
McMaster	15	18	54	36	31	18	25	76	80	21
Manitoba	**	**	**	8	18	**	**	**	12	14
Maryland	44	57	52	39	78	57	74	41	38	69
Massachusetts	42	35	22	25	19	55	56	64	66	82
MIT	31	29	42	46	38	38	48	32	38	38
Miami	42	54	42	41	56	75	74	47	83	51
Michigan	29	37	40	45	51	36	38	37	50	43
Michigan State	51	66	49	42	47	30	39	46	43	39
Minnesota	19	23	21	24	27	6	5	9	1	1
Missouri	53	38	47	56	82	38	48	47	67	91
Nebraska	80	84	86	87	91	38	48	38	50	43
New Mexico	**	44	55	50	43	**	61	47	62	51
New York	17	24	24	23	23	7	12	2	17	17
North Carolina	80	88	91	77	74	57	72	65	50	51
Northwestern	59	62	77	62	69	31	39	58	62	32
Notre Dame	77	87	85	84	79	31	56	65	83	82
Ohio State	26	30	28	30	34	69	54	27	44	49
Oklahoma	92	98	94	95	41	86	88	65	67	51
Oklahoma State	74	85	93	98	97	85	96	94	95	65
Oregon	23	16	20	31	54	12	8	17	33	27
Pennsylvania	25	31	31	34	39	18	22	21	35	43
Pennsylvania State	12	17	14	17	24	28	28	27	46	62
Pittsburgh	65	69	69	70	75	70	44	45	79	80
Princeton	40	48	55	58	43	38	48	57	38	40
Purdue	45	39	46	38	47	57	28	21	27	43
Queen's	22	27	61	26	57	23	27	90	34	17
Rice	50	70	64	92	99	94	88	43	46	51
Rochester	77	77	84	80	88	57	74	65	67	91
Rutgers	11	11	8	18	12	14	10	11	15	29
Saskatchewan	**	**	**	11	45	**	**	**	4	16
South Carolina	86	76	78	78	76	51	28	47	67	69
Southern California	63	51	51	33	26	86	98	94	27	51
Southern Illinois	28	34	33	48	36	57	39	27	46	51
Stanford	15	26	19	15	8	18	9	14	14	4
SUNY - Albany	55	61	60	57	63	51	56	58	50	69
SUNY - Buffalo	66	72	29	55	73	56	61	47	67	69
SUNY - Stony Brook	55	77	36	71	65	38	61	32	61	82
Syracuse	91	95	96	85	84	83	84	93	83	82
Temple	31	36	44	32	52	86	61	79	94	98

[r] Revised based on figures reported 8/81
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1978	1979	1980	1981[r]	1982	1978	1979	1980	1981[r]	1982
Tennessee	71	86	88	79	92	38	48	47	83	51
Texas	55	67	67	60	62	24	28	26	25	32
Texas A & M	55	70	76	27	17	82	82	91	78	37
Toronto	10	12	25	9	22	16	20	44	16	15
Tulane	93	96	98	99	101	86	85	94	83	91
Utah	77	73	75	88	86	75	61	65	50	82
Vanderbilt	94	92	89	81	94	92	85	92	96	98
Virginia	84	77	83	63	71	73	60	79	50	51
Virginia Polytechnic	62	64	58	61	61	26	28	32	50	51
Washington	4[illegible]	58	37	49	40	38	47	17	21	17
Washington State	37	46	26	43	35	18	28	17	27	27
Washington, St. Louis	74	91	97	100	98	75	95	56	64	66
Wayne State	20	21	13	20	42	31	43	42	32	61
Western Ontario	34	32	80	69	66	25	26	78	82	68
Wisconsin	69	64	68	67	87	15	11	12	26	23
Yale	37	39	48	46	33	29	44	38	27	32
York	**	6	15	16	11	**	19	63	24	24

[r] Revised based on figures reported 8/81
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past decade are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1972 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1982	100	6,894	$21,727	$14,200	193.1	167.1	218.7
1981	98	6,581	20,987	13,000	186.5	152.8	197.5
1980	97	6,731	18,910	12,000	168.0	141.1	174.5
1979	94	6,756	17,896	11,450	159.0	134.6	156.8
1978	94	6,689	16,000	11,000	142.1	129.3	145.0
1977	92	6,577	15,000	10,500	133.3	123.4	136.4
1976	94	6,522	14,000	10,000	124.4	117.6	128.1
1975	88	6,303	12,850	9,387	114.2	110.4	117.3
1974	82	6,102	11,850	8,800	105.3	103.5	105.7
1973	81	6,009	11,250	8,500	100	100	100

*BPS = Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1982[1]

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $50,000 or more	52	7		16		2		2		62	6		18					
02. 49,000 - 48,999	2			1						2			1					
03. 48,000 - 47,999	2	2		2						2	2		2					
04. 47,000 - 46,999	5	6						1		6	5							
05. 46,000 - 46,999	6	3	5	3	1	1		1		7	3	2	3					
06. 45,000 - 45,999	3	5	3	4	1			1		4	4	1	4					
07. 44,000 - 44,999	3	4	2	4	2					4	3	1	4					
08. 43,000 - 43,999	6	5	1	1	2			2		7	4		1					
09. 42,000 - 42,999	1	5	5	6	1		1			1	4	2	7					
10. 41,000 - 41,999	1	7	10	7	1		1	2	1	1	6	5	8					
11. 40,000 - 40,999		8	6	3	3	1		4			7	3	3	1				
12. 39,000 - 39,999		3	9	2	2	1	3	6	1		3	4	2			1		
13. 38,000 - 38,999	2	7	8	6	4	2	3	4		2	6	4	7	1		1		
14. 37,000 - 37,999		6	10	4	3	2	2	5	1		5	5	4	1		1		
15. 36,000 - 36,999	1	2	15		15	24	2	35	8	1	2	7		3	2	1	2	
16. 35,000 - 35,999		8	18	1	6	2		19			7	8	1	1			1	
17. 34,000 - 34,999		10	6	5	4	6	6	12	3		8	3	6	1	1	2	1	
18. 33,000 - 33,999		1	25	6	12	4	8	18	4		1	11	7	2		2	1	
19. 32,000 - 32,999		1	9	1	16	25	6	47	18		1	4	1	3	3	2	3	1
20. 31,000 - 31,999		8	10	2	11	8	3	29	14		7	5	2	2	1	1	2	
21. 30,000 - 30,999		8	15	2	37	58	10	56	64		7	7	2	7	6	3	4	2
22. 29,000 - 29,999		4	13	4	15	14	13	48	25		3	6	4	3	1	4	3	1
23. 28,000 - 28,999		1	10	3	31	40	13	98	45		1	5	3	6	4	4	7	1
24. 27,000 - 27,999		3	6	2	33	29	10	84	31		3	3	2	6	3	3	6	1
25. 26,000 - 26,999		2	5		27	44	10	81	79		2	2		5	4	3	6	3
26. 25,000 - 25,999		1	8	2	29	36	22	101	81		1	4	2	5	4	6	7	3
27. 24,000 - 24,999		1	7		46	58	18	107	104		1	3		8	6	5	8	3
28. 23,000 - 23,999			5		48	76	20	112	147			2		9	8	6	8	5
29. 22,000 - 22,999			2	1	39	81	21	112	204			1	1	7	8	6	8	7
30. 21,000 - 21,999		1	3		42	77	30	93	265		1	1		7	8	9	7	9
31. 20,000 - 20,999			3	1	34	79	32	81	267			1	1	6	8	9	6	9
32. 19,000 - 19,999			1		36	95	23	79	283					6	10	7	6	9
33. 18,000 - 18,999					18	60	20	59	310					3	6	6	4	10
34. 17,000 - 17,999					13	60	23	36	279					2	6	7	3	9
35. 16,000 - 16,999					13	41	13	34	278					2	4	4	2	9
36. 15,000 - 15,999					9	31	18	29	248					2	3	5	2	8
37. 14,000 - 14,999					5	15	13	13	193					1	2	4	1	6
38. 13,000 - 13,999					2	5	2	5	104						1	1		3
39. 12,000 - 12,999						4			15									
40. 11,000 - 11,999							1		5									
41. TOTAL	84	119	220	89	561	981	347	1416	3077	100	100	100	100	100	100	100	100	100

[1]Excludes Chicago

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1982[1]

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $50,000 or more	46	4		14		2		2		6	3		2					
02. 49,000 - 48,999	2			1														
03. 48,000 - 47,999	2	1		1							1		1					
04. 47,000 - 46,999	4	4						1		1	2							
05. 46,000 - 46,999	3	2	4	2	1	1		1		3	1	1	1					
06. 45,000 - 45,999	3	4	3	3				1			1		1	1				
07. 44,000 - 44,999	2	4	2	3	1					1			1	1				
08. 43,000 - 43,999	5	4		1	1			2		1	1	1		1				
09. 42,000 - 42,999	1	4	5	2	1		1				1		4					
10. 41,000 - 41,999	1	2	5	4			1	2	1		5	5	3	1				
11. 40,000 - 40,999		6	3	2	1	1		4			2	3	1	2				
12. 39,000 - 39,999		2	8	2	1		3	4	1		1	1		1	1		2	
13. 38,000 - 38,999	1	4	6	3	1	1	3	2		1	3	2	3	3	1		2	
14. 37,000 - 37,999		5	2	1	1	2	2	5	1		1	8	3	2				
15. 36,000 - 36,999	1	1	8		11	15	2	20	5		1	7		4	9		15	3
16. 35,000 - 35,999		5	11	1	5	2		11			3	7		1			8	
17. 34,000 - 34,999		8	3	1	2	4	3	6	2		2	3	4	2	2	3	6	1
18. 33,000 - 33,999		1	13	4	5	2	6	10	3			12	2	7	2	2	8	1
19. 32,000 - 32,999		1	5	1	6	10	4	19	6			4		10	15	2	28	12
20. 31,000 - 31,999		4	5		5	6	2	17	6		4	5	2	6	2	1	12	8
21. 30,000 - 30,999		2	5	2	16	19	4	26	18		6	10		21	39	6	30	46
22. 29,000 - 29,999		2	4	2	9	9	9	24	13		2	9	2	6	5	4	24	12
23. 28,000 - 28,999			5	2	18	21	11	40	18		1	5	1	13	19	2	58	27
24. 27,000 - 27,999		1	4	1	12	16	6	36	12		2	2	1	21	13	4	48	19
25. 26,000 - 26,999		1	1		13	18	6	30	26		1	4		14	26	4	51	53
26. 25,000 - 25,999		1	4	1	11	16	10	34	34			4	1	18	20	12	67	47
27. 24,000 - 24,999			4		13	28	13	46	38		1	3		22	30	5	61	66
28. 23,000 - 23,999			2		12	37	10	39	47			3		36	39	10	73	100
29. 22,000 - 22,999			1		11	22	13	39	52			1	1	28	59	8	73	152
30. 21,000 - 21,999					9	25	16	26	73		1	3		33	52	14	67	192
31. 20,000 - 20,999					10	39	14	25	65			3	1	24	40	18	56	202
32. 19,000 - 19,999					8	37	9	22	83			1		28	58	14	57	200
33. 18,000 - 18,999					6	26	8	25	80					12	34	12	34	230
34. 17,000 - 17,999					4	23	11	15	84					9	37	12	21	195
35. 16,000 - 16,999					3	16	5	12	82					10	25	8	22	196
36. 15,000 - 15,999						13	8	10	58					9	18	10	19	190
37. 14,000 - 14,999					1	6	3	1	49					4	9	10	12	144
38. 13,000 - 13,999					1	1	2	1	24					1	4		4	80
39. 12,000 - 12,999						2			2						2			13
40. 11,000 - 11,999							1		2									3
41. TOTAL	71	73	113	54	199	420	186	558	885	13	46	107	35	362	561	161	858	2192

[1]Excludes Chicago

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1982[1]

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	84	71	13	$ 51,923	$ 52,438	$ 49,111
2.	Associate Director	119	73	46	38,351	39,296	36,851
3.	Assistant Director	220	113	107	33,357	34,758	31,878
4.	Medical/Law Head	89	54	35	40,728	42,872	37,420
5.	Branch Head	561	199	362	25,320	26,942	24,428
6.	Subject Specialist	981	420	561	23,167	23,753	22,728
7.	Functional Specialist	347	186	161	23,044	24,283	21,613
8.	Dept. Head:Reference	137	40	97	26,026	27,547	25,398
9.	Cataloging	136	36	100	26,256	26,641	26,118
10.	Acquisition	85	32	53	25,484	25,992	25,178
11.	Serials	75	18	57	23,680	23,842	23,629
12.	Doc./Maps	115	38	77	23,847	23,803	23,868
13.	Circulation	100	45	55	22,822	23,174	22,534
14.	Spec.Clltn.	103	67	36	27,481	29,598	23,542
15.	Other	665	282	383	24,777	26,080	23,818
16.	Other:Over 15 yrs. exper.	778	241	537	23,633	24,437	23,272
17.	10 - 15 yrs. exper.	679	173	506	21,278	22,060	21,011
18.	5 - 10 yrs. exper.	836	245	591	19,021	19,329	18,894
19.	Under 5 yrs. exper.	784	226	558	16,055	16,445	15,897
	TOTAL	6,894	2,559	4,335			

[1]Excludes Chicago

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1982[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	5	4	1	$ 55,289	$ *	$ *
2. Associate Director	6	4	2	44,505	*	*
3. Assistant Director	12	5	7	33,555	34,427	32,933
4. Medical/Law Head	6	5	1	41,408	*	*
5. Branch Head	56	18	38	27,133	29,065	26,217
6. Subject Specialist	132	60	72	23,868	24,327	23,486
7. Functional Specialist	26	16	10	23,352	23,473	23,158
8. Dept. Head:Reference	7	3	4	27,330	*	*
9. Cataloging	14	5	9	26,335	26,004	26,518
10. Acquisition	6	1	5	22,057	*	*
11. Serials	5	0	5	21,300		21,300
12. Doc./Maps	2	1	1	*	*	*
13. Circulation	7	0	7	22,360		22,360
14. Spec.Clltn.	0	0	0			
15. Other	43	19	24	26,342	26,254	26,412
16. Other:Over 15 yrs. exper.	92	29	63	22,754	24,168	22,103
17. 10 - 15 yrs. exper.	86	26	60	21,130	22,183	20,674
18. 5 - 10 yrs. exper.	63	16	47	19,489	19,997	19,316
19. Under 5 yrs. exper.	64	15	49	16,161	16,499	16,057
TOTAL	632	227	405			

[1]Excludes Chicago

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1[illegible]

POSITION	ALL COMBINED (100)[1]		PUBLIC (59)		PRIVATE (30)[2]	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	84	$ 51,923	55	$ 50,901	22	$ 55,385
2. Associate Director	119	38,351	63	38,350	39	37,650
3. Assistant Director	220	33,357	112	33,192	86	32,595
4. Medical/Law Head	89	40,728	42	39,346	32	46,028
5. Branch Head	561	25,320	331	24,729	189	25,676
6. Subject Specialist	981	23,167	654	23,386	249	22,822
7. Functional Specialist	347	23,044	182	22,890	131	22,773
8. Dept. Head:Reference	137	26,026	68	25,924	55	25,038
9. Cataloging	136	26,256	70	26,266	54	25,607
10. Acquisition	85	25,484	44	26,593	35	23,224
11. Serials	75	23,680	39	25,049	30	22,211
12. Doc./Maps	115	23,847	73	24,100	27	21,757
13. Circulation	100	22,822	55	22,849	34	21,529
14. Spec.Clltn.	103	27,481	57	28,296	37	26,295
15. Other	665	24,777	362	24,907	223	24,081
16. Other:Over 15 yrs. exper.	778	23,633	462	23,772	240	22,608
17. 10 - 15 yrs. exper.	679	21,278	393	21,238	195	20,539
18. 5 - 10 yrs. exper.	836	19,021	452	18,839	296	18,723
19. Under 5 yrs. exper.	784	16,055	436	15,879	275	15,847

[1]Includes 11 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 17.
[2]Excludes Chicago
( ) Number of ARL libraries included

TABLE 16: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1982

POSITION	Staff Over 125 (9)		Staff 75-125 (23)		Staff 50-74 (35)[1]		Staff 1-49 (33)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$ 59,800	18	$ 57,754	31	$ 50,144	30	$ 48,951
2. Associate Director	16	43,831	40	41,091	37	36,433	26	33,491
3. Assistant Director	20	38,166	64	35,555	81	30,981	55	32,550
4. Medical/Law Head	15	47,784	30	41,900	31	39,151	13	33,640
5. Branch Head	139	27,871	205	24,733	143	24,243	74	24,236
6. Subject Specialist	285	26,284	288	22,533	265	20,948	143	22,343
7. Functional Specialist	53	25,405	112	23,711	111	21,112	71	23,251
8. Dept. Head:Reference	22	26,954	42	26,523	44	25,049	29	26,082
9. Cataloging	23	28,302	40	26,416	40	25,061	33	26,086
10. Acquisition	15	26,808	22	25,897	28	24,269	20	25,740
11. Serials	9	27,326	20	23,551	25	22,809	21	23,278
12. Doc./Maps	14	28,811	30	23,147	36	23,314	35	23,008
13. Circulation	8	24,861	30	23,552	34	22,014	28	22,439
14. Spec.Cltn.	13	30,866	26	28,121	37	26,556	27	26,504
15. Other	114	26,822	234	25,563	197	23,437	120	23,503
16. Other:Over 15 yrs. exper.	178	25,435	233	23,625	230	23,197	137	22,035
17. 10 - 15 yrs. exper.	132	21,510	207	21,641	207	20,998	133	20,921
18. 5 - 10 yrs. exper.	160	19,287	273	19,586	262	18,456	141	18,679
19. Under 5 yrs. exper.	164	16,022	238	16,787	220	15,667	162	15,539

[1]Excludes Chicago

( ) Number of ARL Libraries included

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1982

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH		WEST			CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)[1]	West N.Central (7)	South Atlantic (14)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(11)
1. Director	$ 51,322	$ 55,700	$ 53,821	$ 52,571	$ 50,079	$ 45,833	$ 48,443	$ 52,145	$ 54,001	$ 49,074
2. Associate Director	37,685	40,871	39,288	35,927	38,438	30,976	29,891	35,493	44,185	39,962
3. Assistant Director	33,264	33,674	34,332	32,928	29,911	25,709	32,803	32,046	37,560	37,177
4. Medical/Law Head	43,496	46,254	41,073	38,470	44,057	37,341	28,500	41,551	42,684	33,289
5. Branch Head	27,103	25,472	24,540	20,607	23,269	21,891	20,733	23,217	28,375	28,451
6. Subject Specialist	23,381	22,107	22,198	22,149	19,756	18,751	19,601	22,521	27,995	22,433
7. Functional Specialist	22,625	23,707	21,583	23,682	20,977	18,611	21,978	22,875	26,957	24,917
8. Dept. Head: Reference	25,890	25,382	22,082	24,080	25,803	23,883	26,318	23,677	30,332	30,401
9. Cataloging	26,628	24,782	25,584	23,432	25,445	20,229	25,900	26,690	31,051	29,125
10. Acquisition	24,708	22,485	25,816	24,166	23,812	21,340	25,943	25,380	31,910	30,542
11. Serials	22,353	22,050	23,794	22,779	24,508	24,068	21,660	24,250	29,231	22,133
12. Doc./Maps	25,789	21,637	22,461	21,405	21,088	17,001	23,670	23,083	30,142	26,378
13. Circulation	21,745	21,571	22,079	22,350	21,457	19,083	23,327	22,954	27,036	26,684
14. Spec.Cltn.	32,206	26,525	24,299	25,916	28,484	24,659	23,557	26,826	31,836	27,196
15. Other	24,535	24,301	24,883	22,290	24,227	20,867	23,660	22,179	28,143	26,130
16. Other: Over 15 yrs. exper.	22,051	23,150	22,214	21,314	21,386	19,551	22,104	22,865	28,244	26,020
17. 10 - 15 yrs. exper.	20,635	20,803	19,935	20,555	20,041	17,370	21,029	20,888	24,266	23,038
18. 5 - 10 yrs. exper.	18,877	18,528	18,008	18,075	18,406	16,352	19,861	18,919	20,914	20,963
19. Under 5 yrs. exper.	16,197	15,656	15,569	14,900	16,199	14,525	15,568	16,434	18,858	17,888

[1] Includes Chicago

( ) Number of ARL libraries included

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wisc.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(14)	Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(11)	Alberta; British Columbia; Guelph; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Western Ontario; York	Alberta, British Columbia, Manitoba, Ontario, Quebec, Saskatchewan

( ) Number of ARL libraries included.

FOOTNOTES

Institution	Notes
ALABAMA	The figures for medical librarians do not include the Medical School in Birmingham. They do include the College of Community Health Sciences librarians located on the Tuscaloosa campus.
ALBERTA	Excludes Extension, Boreal Institute, 2nd Faculte St. Jean.
BROWN	Excludes John Carter Brown Library. Includes four temporary positions.
CALIF., BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library at Berkeley, including the Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library, Chicano Studies Library, and the Law Library.
CENTER.FOR RESEARCH LIBRARIES	One position below the library's median salary has been vacant since July 1980.
CINCINNATI	Includes Raymond Walters and Clermont Technical College branch libraries.
COLORADO	Excludes the head of the Law Library who is paid by the Law School.
COLUMBIA	Includes Morningside Heights and Medical Center.
CONNECTICUT	Salaries are preliminary, based on union negotiations not yet funded by the Legislature. After funding, salaries will be retroactive to 7-1-81. An additional 1.5% merit pool will be distributed, which is not included in the preliminary salaries in this survey.
CORNELL	Includes Geneva Experiment Station.
EMORY	Salaries are effective 9-1-81.
FLORIDA STATE	Excludes Development Research School.
GEORGETOWN	Excludes Center for Population Research School.
HAWAII	Excludes departmental collections not under jurisdiction of University of Hawaii Library: Hawaii Institute of Geophysics, Industrial Relations Center, and Public Health Reading Room.

(Hawaii Cont....)	Excludes 8.66 FTE librarians assigned to the University Library funded by non-library accounts.
HOUSTON	Excludes Clear Lake, Victoria, and Downtown Campuses.
ILLINOIS	Excludes Library of the Health Sciences located in Chicago.
	All salaries effective 8-21-81.
INDIANA	Includes regional campuses and those extra-systems libraries.
JOHN CRERAR	Changes are not on a fiscal year basis thus 1980/81 is not applicable.
JOHNS HOPKINS	Excludes Welch Medical Library, School of Advanced International Studies, School of Hygiene & Public Health, and Applied Physics Laboratory.
KENT STATE	Excludes Tuscarawas, East Liverpool, Stark, Trumbull, Ashtabula, Salem, and Geauga Regional Campus Libraries.
KENTUCKY	Excludes community colleges.
LOUISIANA STATE	Excludes LSU Branch Campuses, University of New Orleans, and Medical Center in New Orleans.
	Excludes salaries for the Heads of the Law and Veterinary Medicine Libraries. All salaries effective 7-1-81; 5% cost of living increase effective 9-1-81 not included.
MCGILL	1981/82 salaries are interim salaries only.
MICHIGAN	Excludes Business Administration Library, Michigan Historical Collections, William L. Clements Library, and several smaller libraries which are not part of the main library systems.
MINNESOTA	Salaries are estimated due to delayed legislation.
NATIONAL AGRICULTURAL LIBRARY	Excludes USDA Field Libraries, and includes ten current vacancies.
NEW MEXICO	Excludes Gallup, Belen, and Los Alamos Branch Libraries.
NEW YORK PUBLIC	Our survey has included titles other than Librarian. For EEO reporting we also report under professional listing, Library Technical Assistants and other job titles, and we have included them in this report. The beginning salary for other job titles is $12,707.
NORTH CAROLINA	Excludes Institute of Government Library.
NORTHWESTERN	Dental Library included.
OHIO STATE	Includes libraries of the Regional Campuses and the Agricultural Technical Institute.

OKLAHOMA STATE	Excludes Technical Institute and School of Technical Training.
PITTSBURGH	Excludes Branford, Greensburg, Johnstown, and Titusville branch campuses.
PRINCETON	Includes Forrestal Campus.
PURDUE	Excludes North Central, Calumet, and Ft. Wayne Campuses.
QUEEN'S	Excludes Industrial Relations Centre Library.
RUTGERS	Excludes Institute for Management & Labor Relations, Urban Studies Library, and Alcohol Studies Library. Also excludes the Camden and Newark Law Libraries, and professionals on grant-funded lines.
SMITHSONIAN	Excludes National Collection of Fine Arts/National Portrait Gallery Library, Hirshhorn Museum, Sculpture Garden Library, and Freer Gallery of Art Library.
SOUTHERN CALIFORNIA	Excludes Andrus Geronotology Center Library, Hancock Library of Biology and Oceanography, and the Safety and Systems Management Library. Also excludes the Assistant University Librarians.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Design Faculty of Learning Resources Service, School of Medicine Library (Springfield). Includes Library Affairs--Administration, Library Services, Library Reference Project, Special Collections, Learning Resources Service (Director and Assistant Director for Media Services only); and also the School of Law Library.
STANFORD	Excludes salary of the Director of Law Library
SUNY-ALBANY	Includes downtown campus.
SUNY-BUFFALO	Excludes Directors of Law and Music Libraries.
SYRACUSE	Excludes Utica College and Head Law Librarian.
TEXAS	Excludes Humanities Research Center. Includes the general libraries only. All figures are as of September 1, 1981.
TORONTO	Excludes Architecture, Audio-Visual, Dentistry, Education, Fine Art, Industrial Relations, Law, Management Studies, Music, and Physics.
TULANE	Excludes Business Library.
WASHINGTON STATE	Salaries reported are effective April 1982.
YALE	Excludes British Art Center.